

Council on Postsecondary Education
Committee on Equal Opportunities
February 17, 2003

Comprehensive Assessment of Kentucky State
University

At the September 22, 2002, CPE meeting, the Kentucky State University Board Chair asked the council to partner with the board to conduct an assessment within the context of the assigned mission of the academic programs and an analysis of the use and adequacy of existing institutional resources. The council agreed to partner with the KSU board to complete the assessment.

The council and the KSU board established an Assessment Oversight Committee to select a consultant to complete the project and to oversee the assessment. The consultant, Baker & Hostetler, LLP, was selected in November and a contract was approved in December 2002. The firm began work in December. By the end of February or early March 2003, the consultant will complete the assessment.

Following is a brief summary of the assessment team's activities to date:

- The contract was approved in December 2002.
- The team requested and received materials on the academic programs and financial statements as background for the campus visit.
- Two members of the team visited KSU on January 21, 2003, to prepare for a full-team visit.
- The full team visited KSU February 2-4, 2003.
- Mr. Raymond Pierce, team leader, met with the Council on Postsecondary Education at its meeting February 3, 2003, to discuss the status of the assessment.
- The team met with council staff February 4, 2003.

A copy of the team's February 2-4 schedule and resumes are attached.

Staff preparation by Sherron Jackson

Kentucky State University
Review Team Schedule
Monday February 4, 2003
Meeting Activity

Team member/Time

Location

Jinnie Davis

9:15-10:25

Library Documents

Library

10:30-11:00

Director of Library

Library

11:15-12:00

Library Staff Group

Library

12:00-1:00

Lunch

1:15-2:00

Director of Library

Library

2:15-3:15

President of University

Conf. Rm. 1

3:30-4:15

Tour of the Campus

4:30-5:15

Review Team & President's Cabinet

Conf. Rm. 1

Mickey Burnim

Larry Goldstein

9:15-10:00

Deans and Chairs

Conf. Rm. 1

10:15-10:45

Board of Regents

Conf. Rm. 1

10:50-11:25

Pres. Faculty Senate/Faculty Rep.

Conf. Rm. 1

11:30-12:00

V.P. Academic Affairs

Conf. Rm. 1

12:05-1:00

Lunch

1:05-1:45

Inst. Research, Evaluation & Assessment

Conf. Rm. 1

1:50-2:30

Chief Financial Officer

Conf. Rm. 1

2:35-3:25

President of University

Conf. Rm. 1

3:30-4:15

Tour of the Campus

4:30-5:15

Review Team & President's Cabinet

Conf. Rm. 1

Carol Anderson

Mel Stith

Garrison Walters

9:15-10:00

Deans and Chairs

Conf. Rm. 1

10:15-10:45

Information on responses to and status of recommendations
of various studies (. Mgt., SACs, Academic Program
Reviews)

Conf. Rm. 2

10:50 - 11:25

Pres. Faculty Senate/Faculty Rep.

Conf. Rm. 1

11:30-12:00

Advancement/Physical Facilities/Athletics

Public Relations

Conf. Rm. 2

12:00-1:00

Lunch

1:10-1:45

Institutional Research, Evaluation & Assessment

Conf. Rm. 2

1:50-2:30

Chief Financial Officer/Staff

2:35-3:25

President of the University

Conf. Rm. 1

3:30-4:15

Tour of the Campus

4:30-5:15

Review Team & President's Cabinet

Conf. Rm. 1

John Muffo
Rayma Smith

9:15-10:00	Deans and Chairs	Conf. Rm. 1
10:15-10:45	Information on responses to and status of recommendations of various studies (Mgt., SACs, Academic Program Reviews)	Conf. Rm. 2
10:50-11:25	Student/ Staff Resources	Conf. Rm. 2
11:30-12:00	Land Grant Resources (e.g. Aquaculture)	Conf. Rm. 2
12:05-1:00	Lunch	
1:05-1:45	Institutional Research, Evaluation & Assessment	Conf. Rm. 2
1:50-2:30	Chief Finance Officers	Conf. Rm. 1
2:35-3:25	President of the University	Conf. Rm. 1
3:30-4:15	Tour of the Campus	
4:30-5:15	Review Team & President's Cabinet	Conf. Rm. 1

Conference Room 1 – President's Office Suite

Conference Room 2 – Vice President for Academic Affairs Office Suite

Visiting Team

Dr. Raymond Pierce, Team Leader
Dr. Carol Anderson
Dr. Mickey L. Burnim
Dr. Jinnie Y. Davis
Larry Goldstein, M.S., CPA
Dr. John A. Muffo
Dr. Rayma E. Smith
Dr. Melvin T. Stith
Dr. Garrison Walters

University Participants

Board of Trustee Representatives

Dr. Marlene Helm
Dr. Charles Bennett
Ms. Cornelia Calhoun
Mr. Mikiyon Alexander

President of the University
Vice President for Academic Affairs
Vice President for Advancement
Assistant Vice President for Student Affairs
Chief Financial Officer
Internal Auditor
General Council
Athletics Director
Director Public Relations and Ass't. to President

Dr. William Turner
Dr. Juanita W. Fleming
Mr. Hinfred McDuffie
Mr. Reginald Davis
Mr. William Pennell
Ms. Wanda Long
Atty. Karen Powell
Mr. Derrick Ramsey
Ms. Jackie Bingham

Land Grant: Mr. Nolan Williams (Dr. Harold Benson)

Director of Library

Ms. Karen McDaniel

Deans: Drs. Paul Bibbins, Gashaw Lake, Valentine Okonkwo, Sam Oleka and Herman Walston.

Chairs: Drs. Egunnam Amadife, Barbara Buck-White, George Shields, Fariba Bigeli-Jahed, Ashok Kumar, Shelia Patros, Bennie Robinson.

Information on Studies/Reports
Institutional Research
Assessment & Evaluation
President of Faculty Senate
President of Student Government

Dr. Carl Smith & Ms. Marty Woefel
Mr. Jason Curry
Juanita Fleming (Mr. Homer Allen)
Dr. Tucker Landy
Mr. Mikiyon Alexander

BAKER
&
HOSTETLER_{LLP}
COUNSELLORS AT LAW

3200 NATIONAL CITY CENTER • 1900 EAST 9TH STREET • CLEVELAND, OHIO 44114-3485 • (216) 621-0200 • FAX (216) 696-0740

RAYMOND C. PIERCE
WRITER'S DIRECT DIAL NUMBER (216) 861-7479
E-MAIL: RPIERCE@BAKERLAW.COM

January 20, 2003

This package contains the resumés and/or brief biographies of the persons that comprise the Kentucky State University Review Team.

Raymond C. Pierce
Team Leader

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CAROL ANDERSON, Ph.D.

3416 Bray Avenue • Columbia, MO 65203 • 573.446.0041
217 Read Hall, Department of History, University of Missouri-Columbia, MO 65211 •
573.882.5953 • andersonce@missouri.edu

Education

Ph.D. in History, The Ohio State University, Columbus, Ohio. (1995). Major areas:
U.S.Foreign Policy; 20th Century African-American; 20th Century European
International; 20th Century American.

M.A. in Political Science, Miami University, Oxford, Ohio. (1982). Concentration in
International Relations, American and Soviet Foreign Policy.

A.B. in History, Miami University, Oxford, Ohio. (1981). Concentration in Soviet and European
Foreign Policy. *cum laude*, Phi Beta Kappa.

A.B. in Political Science, Miami University, Oxford, Ohio. (1981). Concentration in
International Relations, American and Soviet Foreign Policy. *cum laude*, Phi Beta
Kappa.

Professional Experience

UNIVERSITY OF MISSOURI-COLUMBIA. 1996 to Present. *Assistant Professor of History*

- Teach undergraduate and graduate level courses in U.S. Foreign Policy; 20th Century African-American History; 20th Century American History.
- Serve and chair master's, doctoral, thesis, and dissertation committees.

OHIO BOARD OF REGENTS, 1993 to 1996. *Associate Vice Chancellor, Academic and Access Programs.*

- Provided leadership on the agency's access and achievement initiatives such as the STARS (Student Achievement in Research and Scholarship) program. STARS is a 20 institution consortium comprised of public and private/two-year and four-year colleges and universities committed to increasing the number of minority students from under-represented groups who earn the Ph.D. and become faculty members. STARS was recognized by the Council of Graduate Schools as one of the top five diversity programs in the nation.
- Staff liaison to the Governor's Task Force on Central State University. Responsible for development of 10-year strategic plan for enhancing the financial and academic stability of Central State.

- Academic Team Member for the Legislative Task Force on Shawnee State University.
- Staff to Committee on State Investment in Graduate and Professional Education. Team member responsible for co-management of review of nine doctoral disciplines, as well as engineering, law, and medicine. Principal liaison to the Regents' Doctoral Psychology External Review Panel, which was responsible for reviewing the state's nine doctoral psychology programs and making recommendations to the Ohio Board of Regents. Identified and secured nationally renowned scholars for the reviews of Psychology, Chemistry, and Physics doctoral programs in Ohio.
- Advised the Chancellor and Vice Chancellor on the development and implementation of academic policy.
- Responsible for staffing and budgetary plans for the Academic and Access Programs division, including personnel issues and internal allocation of over \$1.7 million annually in state and federal dollars.
 - Principal Author: "Report to the Governor: Affirmative Action in Ohio's Public System of Higher Education," 1995.

"The Mission of Shawnee State University in Ohio's System of Higher Education," 1994. (Part of a larger strategic planning document on mission, academic programming, and funding for Ohio's newest university).

"Report to the Governor: Recommendations of the Central State University Task Force," 1992.

OHIO BOARD OF REGENTS, 1988 to 1992. *Director, Academic and Access Programs/ Administrator, Graduate and Special Programs.*

- Reviewed and managed the program approval process for all proposals for new graduate degrees from Ohio's 13 state-assisted and two independent doctoral granting universities.
- Developed and implemented the STARS program. Co-authored grant proposals that were awarded over \$200,000 to fund undergraduate research assistantships, travel scholarships, and academic conferences for the STARS program.
- Staff liaison to Regents' Advisory Committee on Graduate Study, comprised of Ohio's graduate deans, which reviewed and recommended for approval all new master's and doctoral degree programs and undertook policy studies on issues affecting graduate education.

Professional Experience (continued)

- Primary Author: "Maintaining the Viability of the Doctoral Degree: Report to the Ohio Board of Regents on the Six-Year Pharm.D. Degree," 1991.

Co-Author: "The Ohio Library Access System," 1989. (Report to create a unified, statewide, on-line academic catalog system).

OHIO BOARD OF REGENTS, 1985 to 1987. *Administrator, Two-Year Colleges*.

- Administered a \$4.4 million grant for Ohio's 54 two-year campuses.
- Reviewed and recommended for approval proposals for new associate degrees, majors, and one-plus-one programs; conducted annual evaluations of approved technical associate degree programs. Evaluated requests for additional courses and technical electives.
- Assisted with policy development regarding degree approval and review procedures.

Publications

Eyes Off the Prize: The United Nations and the African American Struggle for Human Rights: 1944-1955 (Cambridge University Press, 2003).

"Bleached Souls and Red Negroes: The NAACP and Black Communists in the Early Cold War, 1948 - 1952," in *Window on Freedom: Race, Civil Rights, and Foreign Affairs*, ed., Brenda Gayle Plummer (University of North Carolina Press, 2003).

"From Hope to Disillusion: African Americans and the United Nations, 1944 - 1947," *Diplomatic History* 20, no. 4 (Fall 1996): 531-63. Reprinted in *The African-American Voice in U.S. Foreign Policy Since World War II*, ed., Michael L. Krenn (Garland Publishing, 1998).

Reviews

Review of, Marc Gallichio, *The African American Encounter with Japan & China: Black Internationalism in Asia, 1895-1945* in *Diplomatic History* (forthcoming).

Review of, Azza Salama Layton, *International Politics and Civil Rights Policies in the United States, 1941-1960* in *Peace and Change* (April 2002).

Honors, Awards, and Grants

Research:

National:

Ford Foundation Postdoctoral Fellowship for Minorities, August 1999 - August 2000.

American Council of Learned Societies Fellowship, Fall 1998.

Eisenhower World Affairs Institute Research Grant, November 1997.

System:

Research Board Fellowship, University of Missouri System, June 1997 - August 1998.

CIC Dissertation Year Fellowship in the Humanities, Council for Inter-Institutional Cooperation (Big Ten and the University of Chicago Consortium), 1994.

University:

Summer Research Fellowship, University of Missouri-Columbia, June - August 1999.

Research Council Grant, University of Missouri-Columbia, June 1997 - May 1998.

Summer Research Fellowship, University of Missouri-Columbia, June - August 1997.
(declined).

Eugene Roseboom Prize (for best paper in a graduate-level seminar), Department of History, The Ohio State University, 1993.

Graduate Student Alumni Research Award, The Ohio State University, 1992.

Teaching:

William T. Kemper Fellowship for Teaching Excellence, University of Missouri-Columbia, April 2001.

Provost's Teaching Award for Outstanding Junior Faculty, University of Missouri-Columbia, September 2000.

Gold Chalk Award for Outstanding Graduate Teaching, Graduate and Professional Council, University of Missouri-Columbia, April 2000.

Teaching Excellence Spotlitged in "Assignments in Diplomacy," *Mosaic: Magazine of the College of Arts & Science* (Winter 1998).

Teaching (continued):

Outstanding Professor at MU, Maneater Student Poll, University of Missouri-Columbia, 1997.

Scholarship & Service:

Commencement Speaker, Graduation Ceremonies for the College of Arts & Science, University of Missouri-Columbia, May 2001.

Designed and Created Graduate Program Recruiting Brochure adopted by Department of History, University of Missouri-Columbia, 2000.

Cleveland and Gund Foundations \$200,000 grant to support the STARS Program, 1992.

Phi Beta Kappa, 1981.

Outstanding Student of the Year, Minority Affairs Office, Miami University, 1981.

Attlee Pomerene Award in Political Science, Miami University, 1981.

President's List (4.0), Miami University, 1980 and 1981.

Undergraduate Fellowship in Political Science, Miami University, 1980.

David A. Caputo Political Science Scholarship, Miami University, 1980.

Outstanding Academic Achievement, Minority Affairs Office, Miami University, 1980.

National Dean's List, 1980.

Who's Who Among American College Students, 1980.

Outstanding Young Women of America, 1980.

J. Oliver Amos Alumni Merit Scholarship, Miami University, 1979.

Outstanding Academic Achievement, Minority Affairs Office, Miami University, 1979.

Other Service:

Manuscript Reader for Diplomatic History, Journal of Policy History, Houghton Mifflin, and Prentice-Hall

Academic Conference Presentations

American Historical Association

“‘With Friends Like These. . .’: Eleanor Roosevelt, the Struggle for African-Americans’ Human Rights, and the Limits of Liberalism, 1947-1952,” January 2002.

“Bleached Souls and Red Negroes: The NAACP and Black Communists in the Early Cold War, 1947-1952,” AHA-Pacific Coast Branch, August 1998.

Organization of American Historians

“A Black Panther in ‘fat cats’ Clothing: The NAACP and the UN Battle for Eritrea, Libya, and Somalia, 1948-1950,” April 2002.

“‘With Friends Like These. . .’: Eleanor Roosevelt, the NAACP, and the Limits of Liberalism,” April 2000.

“Eyes Off the Prize: African Americans and the Struggle for Human Rights in the Early Cold War,” April 1996.

“African Americans and the United Nations: 1944-47,” April 1993.

Society for Historians of American Foreign Relations

“A Black Panther in ‘fat cats’ Clothing: The NAACP and the Battle for the Italian Colonies, 1948-1950,” June 2001.

“African Americans, the United Nations, and the Struggle for Human Rights, 1944-1947,” June 1995.

Commentator: “Breaking the Color Line: African-American Diplomats Since the 1930s,” June 1997.

Association for the Study of Afro-American Life & History

“Blacks and the United Nations: 1944-47,” October 1993.

Academic Conference Presentations (continued)

Special Topic Conferences

“‘With Friends Like These. . .’: Eleanor Roosevelt, the Struggle for Black Equality, and the

Limits of Liberalism, 1947-52," *Conference on the African Diaspora*, University of Nebraska-Lincoln, February 2001.

"Bleached Souls and Red Negroes: The NAACP and Black Communists during the Early Cold War, 1947 - 1952," *African Americans During the Age of American Expansion, 1898-1998*, Penn State University, March 1999.

Invited Lectures

"Maintaining Inequality by Maintaining U.S. Exceptionalism: The Senate's Attack on the UN and Human Rights," *Symposium on Human Rights*, Trinity College, September 2002.

"'We Charge Genocide': African Americans, the United Nations, and the Genocide Convention,"
Dillard University, April 2002.

"Eyes Off the Prize: African Americans, the United Nations, and the Struggle for Black Equality, 1944-1955," University of Rochester, April 2001.

"'With Friends Like These. . .': Eleanor Roosevelt, the Struggle for Black Equality, and the Limits of Liberalism, 1947-52," Ohio University, October 2000.

"Bleached Souls and Red Negroes: The NAACP and Black Communists during the Early Cold War, 1947 - 1952," University of Nebraska-Lincoln, October 1999.

"Bleached Souls and Red Negroes: The NAACP and Black Communists during the Early Cold War, 1947 - 1952," Spelman College, February 1999.

"Martin Luther King and the Dream of Human Rights," Convocation Speaker, William Woods University, January 1999.

"Democracy Begins at Home (or at Least it Should): The African-American Response to the Truman Doctrine," *Conference on the 50th Anniversary of the Desegregation of the Military*, Truman Presidential Library/University of Missouri-Kansas City, July 1998.

"Democracy Begins at Home: The African-American Response to the Truman Doctrine," *Presidential Symposium on Rethinking the Cold War*, Mississippi State University, November 1997.

Administrative Conference Presentations

"On a Mission: The Civil Rights Movement and Academic Success," STARS Statewide Conference, Bowling Green State University, March 1997.

"STARS: A Statewide Strategy that Works," Midwest Association of Graduate Schools, April 1995.

"Technology in Education: A Statewide Perspective," Visioning for the Future Conference,

Wright State University, April 1995.

"STARS: Mentoring, Undergraduate Research, and Financial Support--the Ingredients for Success," C

"STARS: Ohio's Efforts to Diversify the Professorate," Patricia Roberts Harris Annual Conference, December 1991.

Committees

National:

Harry S Truman Presidential Library Institute, Committee on Research, Scholarship and Academic Relations, 1997 to present.

Chair, Grants and Fellowship Sub-committee, 2001 to present.

Member, Grants and Fellowship Sub-committee, 1997 to present.

Holt Dissertation Grants Committee, Society for Historians of American Foreign Relations, 1998 to 2000. Chair, 2000.

Minority Access Committee, Society for Historians of American Foreign Relations, 1993 to Present.

Minority Faculty Development, Midwest Higher Education Consortium, 1993 to 1996.

State:

Committee on State Investment in Graduate and Professional Education, Ohio Board of Regents, 1994 to 1996.

STARS Statewide Committee, Ohio Board of Regents, 1991 to 1996.

Ohio Board of Regents Program Approval Group, 1991 to 1996.

OhioLINK (Library Information Network) Steering Committee, 1988 to 1990.

Committees (continued)

State (continued):

Academic Challenge Review Panel, 1989.

Minority Graduate Opportunity Program Committee, 1989.

Productivity Improvement Challenge Grant Program Committee, 1985 to 1988.

University:

Executive Team for Advancing the University Mission on Minority Affairs, International Programs, and Faculty Development, Black Faculty & Staff Organization, University of Missouri-Columbia, 2002.

Vice Chancellor for Student Affairs Search Committee, University of Missouri-Columbia, 2002.

McNair Scholars Program, Department Liaison, 2001 to present.

Graduate Fellowship Awards Committee, Graduate School, University of Missouri-Columbia, 2001.

University of Missouri-Columbia/Rockbridge High School National Endowment for the Humanities Grant Proposal Committee on Internationalizing High School Social Studies Curriculum, 1999.

Department:

Graduate Studies Committee, Department of History, University of Missouri-Columbia, 2002-2003.

Affirmative Action, Department of History, University of Missouri-Columbia, 2002-2003.

Faculty Awards Committee, Department of History, University of Missouri-Columbia, 2001 - 2002.

Seminars and Lectures Committee, Department of History, University of Missouri-Columbia, 2001-2002.

U.S. History from 1877-1919 Search Committee, Department of History, University of Missouri-Columbia, 2000 - 2001.

Graduate Studies Committee, Department of History, University of Missouri-Columbia, 1997 to 2000.

Committees (continued)

Department (continued):

Arvarh Strickland Endowed Chair in African-American History & Culture Search Committee,

Department of History, University of Missouri-Columbia, 1997 to 1999.

Political Science Chair Search Committee, Miami University 1982.

Graduate Studies Committee/International Relations, Political Science Department,
Miami University, 1981.

Associations

American Historical Association
Society for Historians of American Foreign Relations
Organization of American Historians
Association for the Study of Afro-American Life and History
Southern Historical Association
American Studies Association
National Trust for Historic Preservation

References

Will be furnished upon request.

CURRICULUM VITAE

MICKEY L. BURNIM
1304 Parkview Drive
Elizabeth City, N. C. 27909
(919) 338-3075

mlburnim@mail.ecsu.edu??????????

EDUCATION

and **TRAINING** Post-graduate Specialized Study:

The Experienced Presidents' Academy (2000); an interactive session with other experienced university presidents, chancellors, and the academy leaders sponsored by The Association of American State Colleges and Universities (AASCU);

The New Presidents' Academy (1997); an AASCU sponsored experience for new or recently appointed university presidents and chancellors;

Institute for Educational Management, Graduate School of Education, Harvard University (1991); intensive four-week program for senior administrators in higher education which focused on leadership, financial management, marketing, fund-raising, strategic management, crisis management, and other topics and issues.

Government Executives Institute, School of Business, University of North Carolina at Chapel Hill (1983); a professional management training program for government executives which addressed personnel management, strategic planning, team building, marketing, budgeting, building constituencies, etc.

Economic Policy Fellowship, The Brookings Institution, Washington, D.C. (1980-1981)

Ph.D. Economics: University of Wisconsin,
Madison, Wisconsin (1977)

Fields of Specialization: Public Finance; LaborEconomics; History of
Economic Thought; Urban Economics

Dissertation: "Comparative Rates of Return to Black College Graduates:
The Black Versus the Non-Black Schools"

Honors: National Institute of Metal Health Traineeship (1975-1976);
Opportunity Fellowship (1972-1974)

M.A. Economics: North Texas State University, Denton, Texas (1972)

B.A.: North Texas State University (1970)

Major: Economics with a minor in Business
Administration

Honors: Honor Graduate: "Who's Who Among Students in American
Universities and Colleges," (1969-70); The Yearbook's "Who's Who in
Economics," (1969-70); Mortar Board's "Award to An Outstanding Junior
Man;" Mortar Board's "Award to An Outstanding Sophomore Man,"
(1967-68)

EXPERIENCE **Chancellor** (July 1, 1996 until present)

Serve as chief executive officer of Elizabeth City State University, a constituent
institution of the University of North Carolina system.

Interim Chancellor (September 1, 1995 to June 30, 1996)

Served as chief executive officer of Elizabeth City State University.

Provost , North Carolina Central University, Durham, N. C. (July 1, 1990 to
August 31, 1995)

Vice Chancellor for Academic Affairs and Professor of Economics, North
Carolina Central University, Durham, N. C. (August 1, 1986 to September 1,
1995)

Assistant Vice-President for Academic Affairs, The University of North
Carolina - General Administration, Chapel Hill, N. C. (January 1982 to
July 31, 1986)

Adjunct Associate Professor of Economics, The University of North
Carolina at Chapel Hill. (January 1985 to July 31, 1986)

Mickey L. Burnim, Ph. D.

Page 3

February 5, 2002

Adjunct Assistant Professor of Economics, The University of North Carolina at Chapel Hill. (January 1983 to January 1985)

Part-time Faculty Member in Public Administration, North Carolina Central University. (Spring Semester, 1985)

Assistant Professor of Economics/Research Associate, Department of Economics and Institute for Social Research, Florida State University, Tallahassee, Florida. (Fall 1976 to January 1982)

Staff Economist, Evaluation Division of the Office of Policy Development and Research, U.S. Department of Housing and Urban Development, Washington, D.C. (June 1980 to August 1981)

Principal Investigator and Director of a survey of minority businesses in Florida, Florida State University, Tallahassee, Florida (1979)

Principal Investigator and Director of CETA Title VI Projects Evaluation, Florida State University, Tallahassee, Fl. (1978)

Research Assistant, University of Wisconsin, Madison, Wisconsin. (January 1973 to August 1973, and August 1974 to June 1975)

Teaching Fellow, Economics Department, North Texas State University, Denton, TX. (1971-72)

Systems Analyst, Atlantic Richfield Co., Dallas, TX. (February 1970 until August 1971)

PUBLICATIONS

and PAPERS

"The Warranty of the Baccalaureate Degree," National Institute for Education Conference on Involvement in Learning, New Orleans, April, 1985.

"The Changing Status of Economic Minorities: 1948-1977," with David Rasmussen, The Review of Black Political Economy, Vol. 12, No. 1 (Fall 1982), pp. 5-14.

"Benefits and Costs of a Public Service Employment Program: A Case Study in Florida," with J.H. Cobbe, Growth and Change, Vol. 13, No. 1 (January 1982), pp. 9-18.

"The Earnings Effect of Black Matriculation in Predominantly White Colleges," Industrial and Labor Relations Review, Vol. 33, No. 4 (July 1980), pp. 518-524.

"Investments in College Education for Black Males," in Proceedings of the American Statistical Association's 137th Annual Meeting, 1978.

A Survey of Minority Businesses in Florida: a research report prepared for the Florida Department of Community Affairs, 1979.

An Evaluation of the Public Service Employment Projects in Florida Created Under Title VI of the Comprehensive Employment and Training Act of 1973; a research report submitted to the Florida Office of Manpower Planning, 1978.

SELECTED ECONOMICS

PRESENTATIONS "The Effect of the Changing Occupational Distribution on the Earnings of Black Men," at the Fifty-Second Annual Conference of the Southern Economic Association, November 1982.

"Equality in Education and Employment?" An invited presentation in the Oliver Cromwell Cox Lecture Series of the Kennedy School of Government at Harvard University, March 1981.

Force "Black Employment, Unemployment, and Labor Participation During The 1980's," an invited presentation to the Washington-Based Black Economists Organization, January 1981.

"The Black Labor Force in the 1980's," an invited presentation given at Williams College, Williamstown, Mass., October 1980.

"Nonemployment Benefits of a Public Service Employment Program: A Case Study in Florida," co-authored with James Cobbe, at the Western Economic Association Meeting, June 1979.

"The Efficacy of CETA Title VI Projects: A Case Study in Florida," at the Fifth Annual Convention of The Eastern Economic Association, Spring 1979.

"The Economic Status of Black Americans and How It Relates to Their Purchasing Power," at the National Sales Meeting of the Warner/Elektra/Atlantic Corporation, 1977.

"Investments in College Education for Black Males," at the 137th Annual Meeting of the American Statistical Association, 1977.

"Economic Progress and the Current Position of Black Americans," at the Second Annual Council Conference in Tampa, Florida, 1977.

**PROFESSIONAL
AFFILIATIONS**

American Council on Education
(Member, Commission on Government and Public Affairs)

American Association of State Colleges and Universities
(State Representative)

Schools
Commission on Colleges of the Southern Association of Colleges and
(Member, Executive Council)

Council for Adult and Experiential Learning (CAEL)
(Officer, Board of Trustees)

(NAFEO)
National Association for Equal Opportunity in Higher Education
(Board of Directors)

**MEMBERSHIPS ON OTHER
BOARDS AND COUNCILS**

The Elizabeth City Rotary Club

Wachovia Bank Advisory Board for Elizabeth City

Wachovia Bank's Minority Advisory Council for North Carolina

Kate B. Reynolds Charitable Trust

The Elizabeth City Salvation Army

Jinnie Yeh Davis

105 Beaver Pine Way, Cary, NC 27511-5956 • (919) 469-4682 • jinnie_davis@ncsu.edu

LIBRARY EXPERIENCE

2002 - Library Consultant (Ohio Board of Regents)
2001 - Librarian Emerita, North Carolina State University Libraries
2001 - 02 Administrative Librarian, North Carolina State University Libraries (part-time)
1999 - 2001 Assistant Director for Scholarly Communication and External Relations, NCSU Libraries
1990 - 99 Assistant Director for Planning and Research, NCSU Libraries
1989 - 90 Assistant Director for Planning and Development, NCSU Libraries
1985 - 89 Assistant to the Director for Planning and Development, NCSU Libraries
1981 - 85 Assistant Head, Monographic Cataloging Dept., D. H. Hill Library, NCSU
1980 - 81 Assistant Head, Serials Department, D. H. Hill Library, NCSU
1974 - 75 Order Librarian, Ralph Brown Draughon Library, Auburn University
1969 - 73 Spanish Cataloger, The Ohio State University Libraries
1968 - 69 Assistant Librarian, Freer Gallery of Art, Smithsonian Institution

TEACHING EXPERIENCE

Instructor, User Surveys in Academic Libraries Workshops, Association of Research Libraries, 1996-97.
Visiting Lecturer, Graduate Library School, Indiana University, 1978.
Graduate Teaching Assistant, Foreign Languages Department, Auburn University, 1973-74.

EDUCATION

Ph.D. (Library Science), Indiana University, 1980.
M.H.S. (Hispanic Studies), Auburn University, 1974..
A.M.L.S., University of Michigan, 1968.
A.B. (Chinese, Ancient, and Medieval History), University of Michigan, 1967.

AWARDS, HONORS

Order of the Long Leaf Pine, State of North Carolina, 2001
Listings in *Outstanding Young Women in America, Contemporary Authors*
Graduate Library School Fellowship and Fee Remission Scholarships, Indiana University, 1977-79
Phi Kappa Phi, Auburn University (Honorary), 1974
Sigma Delta Pi, Auburn University (Spanish Honorary), 1974
Beta Phi Mu, University of Michigan (Library Science Honorary), 1968
Margaret Mann Award, University of Michigan, 1968

MEMBERSHIPS

American Library Association; Association of College and Research Libraries, Library Administration
and Management Association
North Carolina Library Association
North Carolina Literary and Historical Association
North Carolina Writers Network
Southeastern Library Association
Southern Association for Public Opinion Research

SELECTED PUBLICATIONS

Articles

- Davis, Jinnie Y. "Fair Use after CONFU." *College & Research Libraries* (May 1998): 209-211.
- Davis, Jinnie Y. "Champions of Scholarly Communication: A New Approach by the NCSU Libraries." *College & Research Libraries News* 58 (November 1997): 701-702.
- Davis, Jinnie Y. "Faculty Publishing Venture," in *ARL: A Bimonthly Newsletter of Research Library Issues and Actions* 161 (March 2, 1992): 6-7.
- Davis, Jinnie Y., and Helm, Karen P. "The Dreams of the Reasonable: Integrating Library and University Planning." *Journal of Library Administration* 13, nos. 3/4 (1990).
- Abbott, John P., and Davis, Jinnie Y. "Extending Services beyond the Library Walls: The Effect of Remote Access to Online Catalogs in Large Academic Libraries." In *Convergence*, edited by Michael Gorman, 94-98. Chicago: American Library Association, 1990.
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- Abrera, Josefa B., and Davis, Jinnie Y. "Application of Programmed Instruction to Teaching of OCLC Data Base Searching." *Journal of Education for Librarianship* 20 (Spring 1980): 235-50.
- Davis, Jinnie Y., and Bentley, Stella. "Factors Affecting Faculty Perceptions of Academic Libraries." *College and Research Libraries* 40 (November 1979): 527-32.

Monographs

- Davis, Jinnie Y., and David M. Paynter, eds. "Performance Measures for Libraries." *North Carolina Libraries* 48 (Fall 1990 issue).
- Richardson, John V., and Davis, Jinnie Y., eds. *Academic Librarianship: Past, Present and Future; Essays in Honor of David Kaser*. Englewood, Colo.: Libraries Unlimited, 1989.
- Davis, Jinnie Y., and Richardson, J. V. *Calligraphy: A Source Book*. Littleton, Colo.: Libraries Unlimited, 1982.
- Davis, Jinnie Y., and Abrera, Josefa B. *Monographic Searching on the OCLC Terminal: A Programmed Text with Teacher's Guide*. Hamden, Conn.: Shoe String Press, 1981.

OTHER PROFESSIONAL ACTIVITIES

- Editorial Board, *Library Quarterly* (University of Chicago Press), 1994-99.
- Editorial Board, *College & Research Libraries* (Association of College and Research Libraries), 1993-98.

LARRY GOLDSTEIN

PO Box 629
Crimora, Virginia 24431-0629
Larry.Goldstein@Campus-Strategies.com
(540) 942-9146

EXPERIENCE:

PRESIDENT, Campus Strategies, Charlottesville, Virginia, 2001—present.

Campus Strategies is a management consulting firm specializing in financial and accounting services for colleges and universities, governmental entities, and commercial entities serving higher education. Current and past clients include the Auditor of Public Accounts for the Commonwealth of Virginia, the National Association of College and University Business Officers (NACUBO), SCT Software and Resource Management Corporation, Eckerd College, and the Universities of Hartford, North Carolina at Charlotte, Vermont, and Virginia.

SENIOR VICE PRESIDENT AND TREASURER, National Association of College and University Business Officers (NACUBO), Washington, DC, 1997-2001.

In addition to serving as the chief financial officer, responsibilities included the direction of the following units: the Center for Accounting, Finance, and Institutional Management (Center); Financial Services; and, Management Information Systems. The Center is NACUBO's research unit responsible for developing and delivering programs and products related to higher education accounting, finance, business operations, and institutional effectiveness. Staffed the audit & budget and technical issues & management research committees of NACUBO's board of directors.

ASSISTANT VICE PRESIDENT AND TREASURER, University of Louisville, 1991-1997.

In addition to serving as the chief financial officer, responsibilities included the direction of all accounting and financial units. Also responsible for coordination of external audit activities, management of tax compliance, maintenance of internal control system, management of investment and banking relationships, negotiation of indirect cost agreements, issuance of long-term debt, and coordination of financial matters with various state agencies. Staffed the finance, audit, and investment committees of the governing boards of the University of Louisville and its affiliated foundations.

UNIVERSITY COMPTROLLER, University of Virginia, 1985-1991. Responsible for direction of accounts payable, cost analysis, general accounting, financial analysis and reporting, payroll, and property and plant accounting; and, maintenance of the accounts payable, fixed asset, general ledger and payroll systems.

ASSISTANT COMPTROLLER FOR COST ACCOUNTING, University of Virginia, 1981-1985. Responsible for direction of the Cost Accounting Department consisting of cost analysis, sponsored programs accounting, and property and plant accounting.

CONTROLLER, The School of the Art Institute of Chicago, 1979-1981. Responsible for directing all college accounting and financial operations.

INDIRECT COST ANALYST, University of Chicago, 1978-1979. Responsible for preparation of a study supporting the university's federal indirect cost proposal.

OTHER PROFESSIONAL ACTIVITIES:

Governmental Accounting Standards Advisory Council

TheCenter Advisory Board, University of Florida

National Postsecondary Education Cooperative Executive Committee

APPA Professional Leadership Academy (faculty)

College Business Management Institute (faculty)

University of Louisville School of Education, Guest Lecturer, 1992-1996.

EDUCATION / TRAINING / CERTIFICATION:

Center for Creative Leadership's Developing the Strategic Leader, Leading Creatively, and

Leading Creatively Alumni Programs

NACUBO Executive Leadership Institutes I & II

Master of Science, University of Virginia

Certified Trainer, Train the Trainer Program, University of Virginia

Bachelor of Accountancy, Walsh College (Michigan)

Certified Public Accountant, Virginia

MEMBERSHIPS:

American Institute of Certified Public Accountants

Virginia Society of Certified Public Accountants

Larry Goldstein
Biographical Information

Larry Goldstein established a management consulting firm, Campus Strategies, to provide services to colleges and universities as well as organizations serving higher education. In addition to serving as president of the firm, he is a Senior Fellow in the Center for Accounting, Finance, and Institutional Management (Center) at the National Association of College and University Business Officers (NACUBO). Goldstein also serves as an SCT Fellow with the Global Education Systems division of Systems and Computer Technology Corporation. He is actively involved with various efforts related to higher education accounting, finance, and management issues.

Immediately prior to establishing Campus Strategies, Goldstein served as NACUBO's Senior Vice President and Treasurer (SVPT). As SVPT, he directed the activities within the Center, NACUBO's primary research unit addressing topics related to accounting and finance, business operations, and institutional effectiveness, in addition to overseeing NACUBO's management information systems and internal accounting operations.

Goldstein joined NACUBO in 1997 after spending 20 years in higher education financial administration. In his last campus position, he served as the University of Louisville's chief financial officer. Before joining U of L, he held administrative appointments with The University of Chicago, the School of the Art Institute of Chicago, and the University of Virginia. Prior to entering higher education financial administration, he worked as a tax associate with Touche Ross & Company.

Goldstein, a certified public accountant, earned a Bachelor of Accountancy degree from Walsh College and a Master of Science degree from the University of Virginia. He is actively involved in various professional organizations and serves on national committees and boards including the Governmental Accounting Standards Advisory Council, the National Postsecondary Education Cooperative, and the Advisory Board for the *TheCenter* at the University of Florida.

Larry Goldstein
President
Campus Strategies
PO Box 629
Crimora, Virginia 24431-0629
(540) 942-9146—office
(540) 942-3620—fax
Larry.Goldstein@Campus-Strategies.com

RESUME'

John A. Muffo

Director
Academic Assessment Program
Virginia Polytechnic Institute and State University
Blacksburg, VA 24061-0157
(540) 231-6003
muffo@vt.edu

EDUCATION

University of Denver, Ph.D., 1976, Major: Higher Education Admin.
Business Administration

Cognate Area:

University of Denver, M.B.A., 1976, Major: Business Administration
Accounting, Statistics

Areas of Emphasis:

Ohio University, M.Ed., 1971, Major: Student Personnel Admin.
Area of Emphasis: Counseling

St. Francis College (PA), B.A., 1969, Major: Philosophy
Minors: Chemistry, Mathematics

POSTGRADUATE WORK

Director, Academic Assessment Program, Virginia Polytechnic Institute and State University, August, 1990 to present.

Assistant Director, Institutional Research and Planning Analysis, Virginia Polytechnic Institute and State University, July, 1985 to August, 1990.

Director of Special Studies, Indiana Commission for Higher Education, August, 1983 to June, 1985.

Director of Institutional Research, Cleveland State University, August, 1979 to August, 1983.

Assistant Director, Office of Administrative Studies, University of Illinois at Urbana-Champaign, July, 1976 to July, 1979.

TEACHING EXPERIENCE

Virginia Tech: Business Statistics; Honors Seminar; Advanced Research Methods; Higher Education in the U.S; Institutional Effectiveness and Student Outcomes Assessment.

Cleveland State University: Statistical Methods for the Health Sciences; Educational Research; Statistical Methods for Business; Multivariate Statistical Methods.

University of Illinois: Business Statistics; Marketing Management.

SELECTED PROFESSIONAL ACTIVITIES AND AWARDS

Consulting Editor, *Research in Higher Education*, 1980-88.

Consulting Editor, *Review of Higher Education*, 1981-84.

Outstanding Service Award, Association for Institutional Research, 1991.

President, Association for Institutional Research, 1993-94.

Consulting Editor, *ASHE-ERIC Higher Education Reports*, 1995-present.

Evaluator for grants sponsored by the National Science Foundation and the U.S. Departments of Agriculture and Education, 1996-present.

Member, National Postsecondary Education Cooperative, U.S. Department of Education, 1997-2000.

SELECTED PUBLICATIONS

"Institutional Effectiveness, Student Learning, and Outcomes Assessment," in Richard D. Howard, (Ed.), *Institutional Research: Decision Support in Higher Education*, Tallahassee, FL: Association for Institutional Research, 2001, pp. 60-81.

"Involving Faculty in Assessing the Core Curriculum," *Assessment Update*, Vol. 13, No. 2 (2001), pp. 4-5.

"Assessing Student Competence in Engineering," in Trudy W. Banta and Catherine A. Palomba (Eds.), *Assessment Student Competence in Accredited Disciplines*, San Francisco: Jossey-Bass, 2001, pp. 159-175.

"Assessment in Engineering Begins a New Era," *Assessment Update*, Vol. 9, No. 4 (1997), pp. 4, 15.

"Lessons Learned from a Decade of Assessment," *Assessment Update*, Vol. 8, No. 5 (1996), pp. 1-2, 11.

Four case studies in Trudy W. Banta and others (Eds.), *Assessment in Practice: Putting Principles to Work on College Campuses*. San Francisco: Jossey-Bass, 1995, pp. 129-131, 144-148, 315-317.

"Outcomes Assessment Methods That Work: Attitude and Opinion Data," with Mary Anne Bunda, in Trudy W. Banta (Ed.), *Making a Difference: Outcomes of a Decade of Assessment in Higher Education*. San Francisco: Jossey-Bass, 1993, pp. 168-178.

Raymond C. Pierce

Cleveland (216) 861-7479

Practice Group: Business

Areas of Emphasis: Education
Federal Policy
General Corporate

Bar Admissions: Arkansas
Ohio

Education: J.D., Case Western Reserve University
School of Law, Distinguished
Graduate Award, 1983
B.A., Syracuse University, with Honors,
1980



Summary:

Raymond C. Pierce is a partner in the Cleveland office of Baker & Hostetler. He concentrates his practice in education, public policy and general corporate law. He serves both public and private sector clients including colleges and universities, school districts, state education departments, foundations, testing companies, accrediting associations, school athletic conferences, membership organizations and other education related entities. Mr. Pierce also works with the firm's Washington-based Federal Policy Group to assist clients with government-related issues.

Mr. Pierce counsels clients on issues of federal and state compliance including those raised in the context of school construction, high standards school reform, charter schools, gender equity, employment, and school safety. Mr. Pierce also provides strategic planning and guidance in the area of corporate giving/philanthropy in education.

Before his recent campaign for mayor of Cleveland, Mr. Pierce served in the administration of President Bill Clinton as Deputy Assistant Secretary of Education for Civil Rights. In this post, he directed the U.S. Department of Education's federal civil rights compliance section in addition to developing federal education policy that impacts school districts, colleges and universities. During his tenure he negotiated resolution agreements with six state higher education systems including Ohio, which involved the restructuring of Central State University.

Mr. Pierce began his career in the John Walker law firm in Little Rock, Arkansas, a prominent civil rights firm. From 1986 to 1993 he was an attorney with LTV Steel. In this capacity he helped develop a multi-million-dollar urban enterprise zone initiative between LTV and the City of Cleveland.

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Mr. Pierce has been a frequent speaker and workshop leader on a wide range of law and education-related issues at conferences and annual meetings, including those sponsored by: The National Association of State Universities and Land Grant Colleges, the American Council on Education, The National Conference of State Legislators, The U.S. Conference of Mayors, The University of Colorado, The University of Mississippi, The Darden School of Business at The University of Virginia, The National Research Council at the National Academy of Sciences, The Advancement Project at Harvard University, Texas Southern University, The National Collegiate Athletic Association, The American Association for the Advancement of Science, The National Association for Equal Education Opportunity, The State of Alabama, and the National Education Association.

Mr. Pierce has delivered the commencement address at five college graduation ceremonies. He is the recipient of various awards including the Thurgood Marshall Foundation National Leadership Award and The Case Western Reserve University School of Law Distinguished Recent Graduate Award.

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DR. RAYMA E. SMITH

Dr. Rayma E. Smith has had extensive experience with private as well as public institutions. She is currently the Dean of Humanities and Sciences at Cincinnati State Technical and Community College in Cincinnati, Ohio. As the senior administrator for her divisions, she is responsible for the overall management of all personnel, degree programs, budgets, community partnerships, program articulation agreements, and program development. She provides leadership for more than 50 full-time faculty and academic support personnel, over 200 adjuncts, a support staff of five, and two assistant deans. The Humanities and Sciences divisions offer two pre-baccalaureate or transfer degrees, the Associate of Arts and the Associate of Science, as well as degrees in Interpreter Training and Early Childhood Education. Additionally, various Program Articulation Agreements with regional colleges and universities ensure a smooth transition for students graduating from associate degree programs within the Humanities and Sciences Divisions and transferring into baccalaureate-degree programs.

Dr. Smith also serves on a number of major institutional committees, including the Academic Cabinet, President's Quality Council, Academic Policies and Planning Committee, and the Sabbatical Review Panel. During the 2001-2002 academic year, she served on the seven member Ohio Award for Excellence Committee, which developed the College's Application. Cincinnati State was named a Level 2 winner, an award given to Ohio organizations that have demonstrated a serious commitment to excellence and a process for continuous improvement. Dr. Smith is also a participant in another key quality initiative at the college, the Continuous Quality Improvement Network Team (CQIN) IV. Additionally, Dr. Smith is currently serving as the Co-Chair of Cincinnati State's Quality Action Project for General Education, which is an Academic Quality Improvement Project (AQIP), an alternative model for accreditation sponsored by the North Central Association. At the state level, Dr. Smith is a member of the Articulation and Transfer Advisory Council of the Ohio Board of Regents and has been recently appointed to the Articulation and Transfer Policy Review Committee.

Prior to her employment at Cincinnati State, Dr. Smith was Director of Degree Programs at the Ohio Board of Regents. In that capacity, she provided leadership and support for the review and approval of new degree programs, associate, baccalaureate and graduate, at Ohio's public and private colleges and universities. Other responsibilities included the formulation, implementation, and evaluation of state policy related to degree programs at all academic levels.

Before joining the Ohio Board of Regents, Dr. Smith served as Chair of the General Studies Division of Wilberforce University. In that role, she was responsible for leadership of the institution's General Studies Division, which included such programs and curricular offerings as the General Studies/Liberal Arts Program, Freshman Year Program, Special Services, and the Faculty Tutorial and Academic Counseling Program.

Dr. Smith received the Bachelor of Science degree in Speech Pathology and Audiology from Miami University and the Master of Arts degree in Speech and Hearing Science as well as the Ph.D. degree in Educational Policy and Leadership from Ohio State University.

January 2003



College of Business
Office of the Dean
Tallahassee, Florida 32309-1110
850 / 644-3090
FAX: 850 / 644-0915

MELVIN T. STITH, PH.D.

Dr. Melvin T. Stith, a native of Jarratt, Virginia, received his undergraduate education at Norfolk State University and his MBA and PhD in Marketing from the School of Management at Syracuse University. During his undergraduate years, he was the recipient of a ROTC Academic Fellowship. In graduate school, he received the ABLE (Accelerated Business Leadership Education Award). A Vietnam veteran, Dr. Stith served in the United States Army Military Intelligence Command and achieved the rank of Captain during his military tenure (1968-1971).

Professionally, Dr. Stith has held these positions: Director of Graduate Programs, Syracuse University; Associate Dean/Assistant Professor, College of Business, University of South Florida; Visiting Professor, School of Business and Industry, Florida A & M University; and Associate Professor/Chairman, Department of Marketing, College of Business, Florida State University. He is currently Dean, and Jim Moran Professor of Business Administration, College of Business, Florida State University, Tallahassee, Florida. Under his leadership, the College of Business has been consistently ranked as one of the top fifty, and currently in the top forty, undergraduate programs in the country according to *U.S. News and World Report*.

His research deals with the impact of value systems on consumer purchase behavior and key influences on black and white consumption patterns. His works have appeared in the leading marketing and psychological journals. He is also a frequent speaker and participant at national conferences.

As a result of his research, Dr. Stith has served as a consultant or lecturer for many private companies and public agencies. A partial list of clients include: The Drackett Company, American Hospital Supply, Florida Department of Education, Florida Department of Transportation, Glemby's, Fireman's Fund Insurance Company, Anheuser-Busch, Kent Publishing Company, JM Family Enterprises, Associated Credit Bureaus, and the University of Wisconsin.

Additional professional activities have included serving on the Florida Department of Education Task Force on Florida's Education Finance Program and the Florida Council on Education Management. He has served on the Board of Directors, American Assembly of Collegiate Schools of Business International (AACSB), and has served on its Standards and Procedures Committee, Minority Enhancement Committee, Strategic Planning Committee, Faculty Leadership Task Force, and as Chair of the Committee on Diversity in Management Education. He currently serves on several accreditation review teams for business programs.

Dr. Stith holds directorships on the Board of Directors of Tallahassee State Bank, Tallahassee, FL; Synovus Financial Corporation, Columbus, GA; PHT Services, Ltd., Columbia, SC; Correctional Services Corporation, Sarasota, FL; Graduate Management Admissions Council (GMAC), McLean, VA., JM Family Enterprises Youth Automotive Training Center, and Jim

Moran Foundation, Deerfield Beach, FL. He previously served on the Board of Directors of Rexall Sundown, Inc., Boca Raton, FL; Museum of Florida History, Tallahassee, FL; and Keebler Foods, Evanston, IL.

Garrison Walters

Dr. Walters has been Vice Chancellor for Academic Affairs at the Ohio Board of Regents since 1990. His responsibilities include academic program review and approval, research, workforce development and technology. He led the group that created OhioLINK, the state's library and information system, oversaw Ohio's comprehensive doctoral review in the mid-1990s, and was the principal architect of The Ohio Plan, a comprehensive research, technology transfer and commercialization effort that has become the \$1.6 billion Third Frontier Program. Currently, he is leading the planning and development of Ohio's pathbreaking 1,600 mile fiber optic research and education network. Before he came to the Regents, Dr. Walters was Assistant Dean of Humanities at Ohio State University.

Dr. Walters has a Ph.D. in the history of Eastern Europe and Russia from Ohio State (1972) and holds the B.A. and M.A. in history from Boston University. He is the author of *The Other Europe* (Syracuse University Press, 1988) and *The Essential Guide to Computing* (Prentice Hall, 2001). A recently completed novel, *First Guy*, is, alas, unpublished.